
Virginia's Licensed Nurse Practitioner Workforce: 2021

Healthcare Workforce Data Center

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Virginia Department of Health Professions
Healthcare Workforce Data Center
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4,567 Licensed Nurse Practitioners voluntarily participated in this survey. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Nursing express our sincerest appreciation for their ongoing cooperation.

Thank You!

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The Licensed Nurse Practitioner Workforce: At a Glance:

The Workforce

Licenses:	15,063
Virginia's Workforce:	12,070
FTEs:	10,712

Background

Rural Childhood:	35%
HS Degree in VA:	44%
Prof. Degree in VA:	52%

Current Employment

Employed in Prof.:	95%
Hold 1 Full-time Job:	65%
Satisfied?:	94%

Survey Response Rate

All Licensees:	30%
Renewing Practitioners:	79%

Education

Master's Degree:	78%
Post-Masters Cert.:	7%

Job Turnover

Switched Jobs:	8%
Employed over 2 yrs:	56%

Demographics

Female:	90%
Diversity Index:	39%
Median Age:	44

Finances

Median Income:	\$100k-\$110k
Health Benefits:	63%
Under 40 w/ Ed debt:	62%

Time Allocation

Patient Care:	90%-99%
Patient Care Role:	88%
Admin. Role:	3%

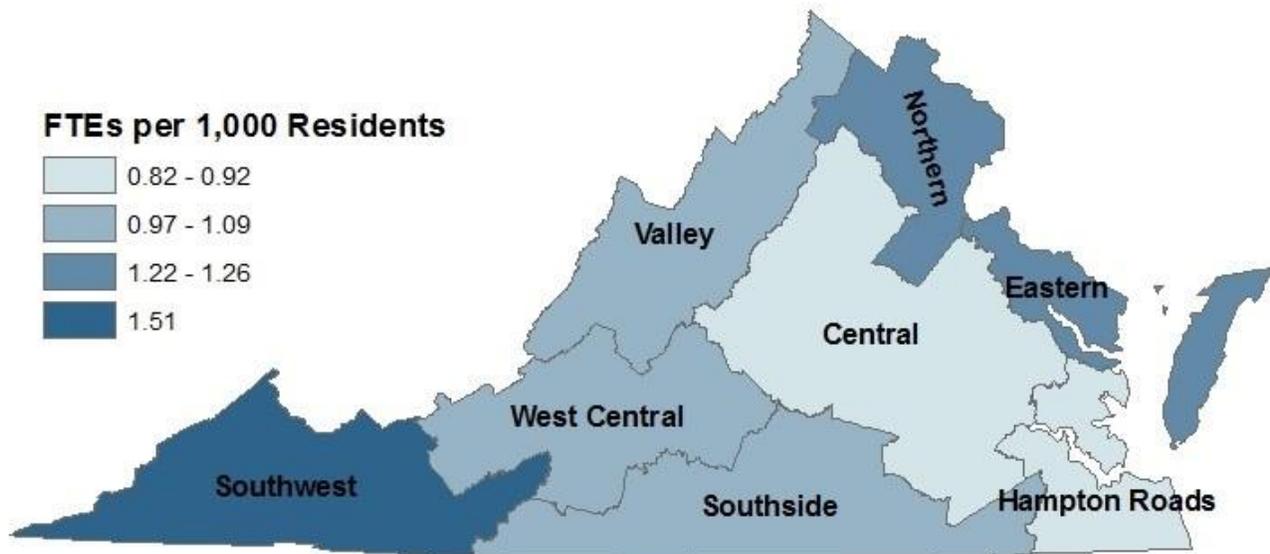
Source: Va. Healthcare Workforce Data Center

Full Time Equivalency Units Provided by Nurse Practitioners per 1,000 Residents by Virginia Performs Areas

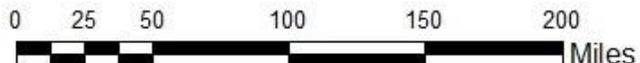
Source: Va Healthcare Work force Data Center

FTEs per 1,000 Residents

	0.82 - 0.92
	0.97 - 1.09
	1.22 - 1.26
	1.51



Annual Estimates of the Resident Population: July 1, 2019
Source: U.S. Census Bureau, Population Division



Results in Brief

Over 4,500 Licensed Nurse Practitioners (NPs) voluntarily took part in the 2021 Licensed Nurse Practitioner Workforce Survey¹. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during license renewal, which takes place during a two-year renewal cycle in the birth month of each respondent. About half of all NPs have access to the survey every year. The 2021 survey respondents represent 30% of the 15,063 NPs who are licensed in the state and 79% of renewing practitioners. This report includes any advanced practice registered nurse. Detailed information on NPs, nurse anesthetists, and/or certified nurse midwives is available as a separate report.

The HWDC estimates that 12,070 NPs participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work as an NP at some point in the future. Between October 2020 and September 2021, Virginia's NP workforce provided 10,712 "full-time equivalency units" (FTEs), which the HWDC defines simply as working 2,000 hours a year.

Nine out of 10 NPs are female; while the median age of all NPs is 44. In a random encounter between two NPs, there is a 39% chance that they would be of different races or ethnicities, a measure known as the diversity index. This makes Virginia's NP workforce considerably less diverse than the state's overall population which has a diversity index of 57%. The diversity index is 41% among NPs under age 40. Over one-third of NPs grew up in a rural area, and 24% of these professionals currently work in non-Metro areas of the state. Overall, 12% of NPs work in rural areas. Meanwhile, 44% of Virginia's NPs graduated from high school in Virginia, and 52% of NPs earned their initial professional degree in the state. In total, 56% of Virginia's NP workforce have some educational background in the state.

More than three quarters of all NPs hold a Master's degree as their highest professional degree, while over 20% have completed post-Masters education. Just over half of all NPs currently carry educational debt, including 62% of those under the age of 40. The median debt burden for those NPs with educational debt is between \$60,000 and \$70,000.

Summary of Trends

Several significant changes have occurred in the NP workforce in the past six years. In 2018, the General Assembly authorized the Committee of the Joint Boards of Nursing and Medicine (the Joint Boards) to promulgate regulations that permit qualified nurse practitioners to practice autonomously after the completion of five years of clinical experience as a nurse practitioner. A separate report on this policy was submitted to the General Assembly². In 2020, the General Assembly reduced the required clinical experience to two years before autonomous practice. This change sunsets July 1, 2022; if not reenacted, the prerequisite years of clinical experience will again be 5 years. The number of licensed NPs in the state has grown by 95% since 2014; the number in the state's workforce also grew by 92% and the FTEs provided increased by 85%. Compared to 2018, the response rate of renewing NPs increased from 68% to 79% in 2021. The percent of NPs working in non-metro areas also reached a high of 12% compared to the 10% who did in 2018.

The percent female has stayed consistently around 90%. The diversity index continues to increase from 28% in 2014 to an 8-year high of 39% in 2021. Median age declined from 48 years in 2014 to 44 years in 2020 and stayed the same in 2021. The educational attainment has increased for NPs over the past eight years. In 2021, the percent of NPs with a doctorate NP increased to an all-time high of 10%, this level is considerably higher than the 2014 level of 4%. Not surprisingly, the percent carrying debt has also increased; 51% of all NPs now carry debt compared to 40% in 2014. Median debt is now \$60,000-\$70,000, up from \$40,000-\$50,000 in 2014. Median income has stayed at \$100,000-\$110,000 since 2017. Involuntary unemployment increased from less than 1% in previous years to 4% in 2020 and stayed at 4% in 2021; this is likely due to the coronavirus pandemic. Retirement expectations have declined over time; only 19% intend to retire within a decade of the survey compared to 24% in 2014.

¹ To reduce respondents' burden, HWDC changed its procedure in 2019 so that nurses now complete a survey for the highest profession in which they are practicing. This may have resulted in more NPs responding. This distinction should be kept in mind when comparing this year's survey to previous years.

² <https://rga.lis.virginia.gov/Published/2021/RD625/PDF>

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	5,387	36%
New Licensees	2,162	14%
Non-Renewals	713	5%
Renewal date not in survey period	6,801	45%
All Licensees	15,063	100%

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. Nearly eight of every ten renewing NPs submitted a survey. These represent 30% of NPs who held a license at some point during the licensing period.

Definitions

- 1. The Survey Period:** The survey was conducted between October 2020 and September 2021 in the birth month of each renewing practitioner.
- 2. Target Population:** All NPs who held a Virginia license at some point during the survey period.
- 3. Survey Population:** The survey was available to NPs who renewed their licenses online. It was not available to those who did not renew, including NPs newly licensed during the survey time.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	408	85	17%
30 to 34	1,445	641	31%
35 to 39	2,041	641	24%
40 to 44	1,373	809	37%
45 to 49	1,437	518	27%
50 to 54	1,027	636	38%
55 to 59	1,002	384	28%
60 and Over	1,763	853	33%
Total	10,496	4,567	30%
New Licenses			
Issued After Sept. 2020	2,010	152	7%
Metro Status			
Non-Metro	828	421	34%
Metro	6,146	3,351	35%
Not in Virginia	3,522	794	18%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	4,667
Response Rate, all licensees	30%
Response Rate, Renewals	79%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed NPs

Number: 15,063
 New: 14%
 Not Renewed: 5%

Response Rates

All Licensees: 30%
 Renewing Practitioners: 79%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Virginia's NP Workforce: 12,070
 FTEs: 10,712

Utilization Ratios

Licenses in VA Workforce: 80%
 Licenses per FTE: 1.41
 Workers per FTE: 1.13

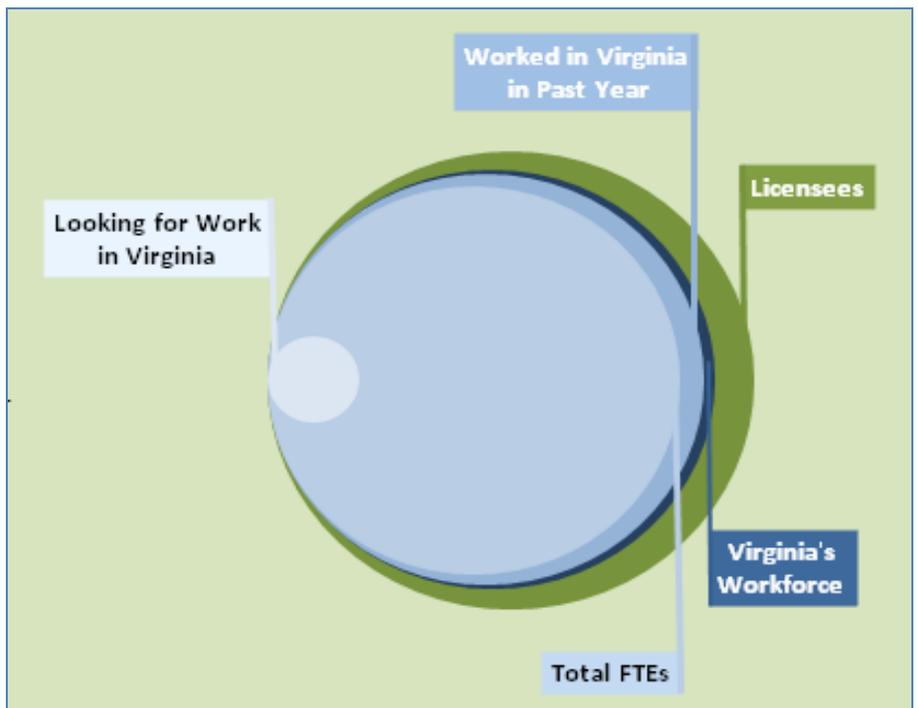
Source: Va. Healthcare Workforce Data Center

Virginia's NP Workforce		
Status	#	%
Worked in Virginia in Past Year	11,783	98%
Looking for Work in Virginia	287	2%
Virginia's Workforce	12,070	100%
Total FTEs	10,712	
Licenses	15,063	

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time during the survey timeframe or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licenses in VA Workforce:** The proportion of licenses in Virginia's Workforce.
- 4. Licenses per FTE:** An indication of the number of licenses needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.



Source: Va. Healthcare Workforce Data Center

This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC's methodology visit:

www.dhp.virginia.gov/hwdc

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	20	5%	406	95%	425	4%
30 to 34	135	8%	1,469	92%	1,603	15%
35 to 39	207	11%	1,746	89%	1,953	18%
40 to 44	157	10%	1,382	90%	1,539	14%
45 to 49	164	12%	1,185	88%	1,348	13%
50 to 54	127	11%	1,023	89%	1,150	11%
55 to 59	88	9%	871	91%	959	9%
60 +	170	10%	1,506	90%	1,676	16%
Total	1,066	10%	9,588	90%	10,654	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender
 % Female: 90%
 % Under 40 Female: 91%

Age
 Median Age: 44
 % Under 40: 37%
 % 55+: 25%

Diversity
 Diversity Index: 39%
 Under 40 Div. Index: 41%

Source: Va. Healthcare Workforce Data Center

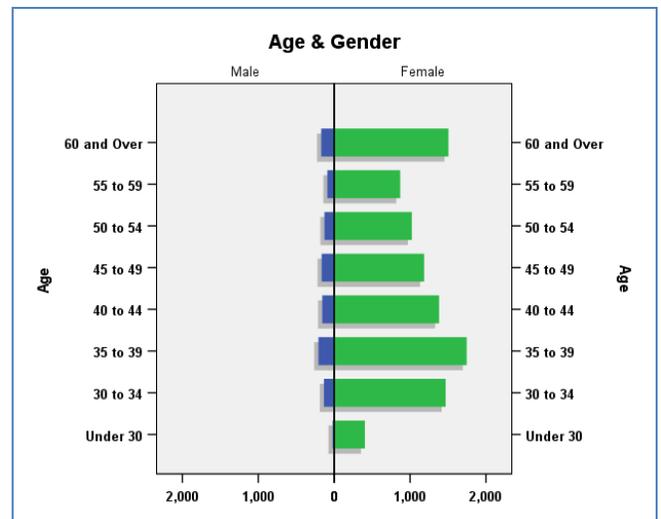
Race & Ethnicity					
Race/ Ethnicity	Virginia*	NPs		NPs under 40	
	%	#	%	#	%
White	61%	8,243	77%	3,028	76%
Black	19%	1,220	11%	441	11%
Asian	7%	630	6%	251	6%
Other Race	0%	106	1%	37	1%
Two or more races	3%	186	2%	70	2%
Hispanic	10%	324	3%	164	4%
Total	100%	10,709	100%	3,991	100%

*Population data in this chart is from the U.S. Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2019.

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two NPs, there is a 39% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 57% chance for Virginia's population as a whole.

37% of NPs are under the age of 40. 91% of these professionals are female. In addition, the diversity index among NPs under the age of 40 is 41%, which is slightly higher than the diversity index among Virginia's overall NP workforce.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 12%
 Rural Childhood: 35%

Virginia Background

HS in Virginia: 44%
 Prof. Ed. in VA: 51%
 HS or Prof. Ed. in VA: 56%
 Initial NP Degree in VA: 52%

Location Choice

% Rural to Non-Metro: 24%
 % Urban/Suburban to Non-Metro: 5%

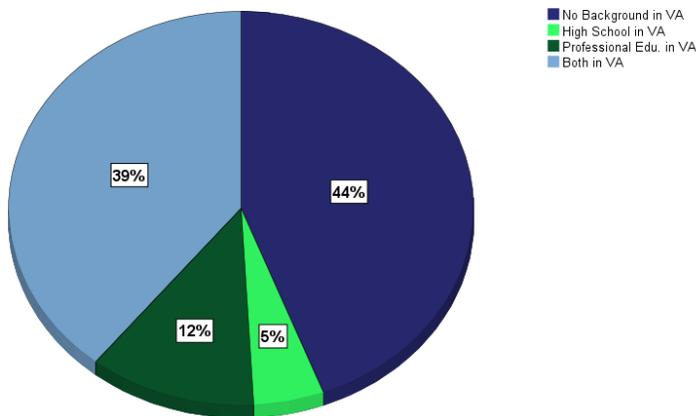
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 million+	24%	62%	14%
2	Metro, 250,000 to 1 million	53%	39%	9%
3	Metro, 250,000 or less	46%	45%	9%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adjacent	57%	30%	13%
6	Urban pop, 2,500-19,999, Metro adjacent	61%	30%	9%
7	Urban pop, 2,500-19,999, non adjacent	88%	10%	3%
8	Rural, Metro adjacent	80%	21%	
9	Rural, non adjacent	62%	25%	13%
Overall		35%	53%	12%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

35% of all NPs grew up in self-described rural areas, and 24% of these professionals currently work in non-metro counties. Overall, 12% of all NPs currently work in non-metro counties.

Top Ten States for Licensed Nurse Practitioner Recruitment

Rank	All NPs					
	High School	#	Init. Prof Degree	#	Init. NP Degree	#
1	Virginia	4,663	Virginia	5,356	Virginia	5,509
2	Outside of U.S./Canada	727	New York	471	Washington, D.C.	635
3	New York	514	Pennsylvania	460	Tennessee	507
4	Pennsylvania	472	Tennessee	375	Pennsylvania	418
5	Maryland	349	North Carolina	342	North Carolina	308
6	North Carolina	317	Florida	303	Florida	245
7	Florida	282	Maryland	303	Maryland	231
8	West Virginia	279	West Virginia	267	New York	224
9	Ohio	256	Ohio	235	Illinois	218
10	New Jersey	238	Outside of U.S./Canada	217	Alabama	216

Source: Va. Healthcare Workforce Data Center

Rank	Licensed in the Past 5 Years					
	High School	#	Init. Prof Degree	#	Init. NP Degree	#
1	Virginia	2,235	Virginia	2,631	Virginia	2,409
2	Outside of U.S./Canada	441	Tennessee	211	Washington, D.C.	319
3	New York	214	Pennsylvania	201	Tennessee	291
4	Pennsylvania	192	New York	185	Illinois	185
5	North Carolina	186	North Carolina	165	North Carolina	176
6	Maryland	184	Florida	165	Pennsylvania	176
7	Florida	153	Maryland	158	Minnesota	165
8	West Virginia	143	Outside of U.S./Canada	133	Florida	136
9	Tennessee	134	West Virginia	124	Alabama	121
10	New Jersey	111	Ohio	108	Massachusetts	111

Source: Va. Healthcare Workforce Data Center

20% of Virginia's licensees did not participate in Virginia's NP workforce during the past year. Ninety-one percent of these licensees worked at some point in the past year, including 88% who worked in a nursing-related capacity.

At a Glance:

Not in VA Workforce

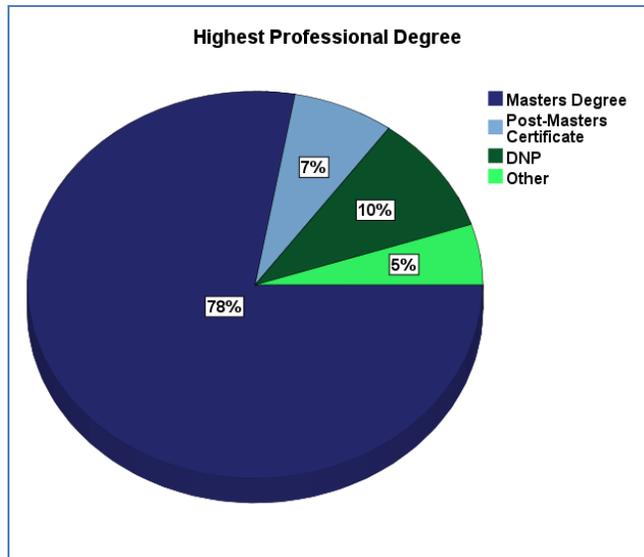
Total:	2,989
% of Licensees:	20%
Federal/Military:	14%
Va. Border State/DC:	21%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree		
Degree	#	%
NP Certificate	225	2%
Master's Degree	8,159	78%
Post-Masters Cert.	753	7%
Doctorate of NP	1,043	10%
Other Doctorate	303	3%
Post-Ph.D. Cert.	2	0%
Total	10,485	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

More than three-quarters of all NPs hold a Master's degree as their highest professional degree. Half of NPs carry education debt, including 62% of those under the age of 40. The median debt burden among NPs with educational debt is between \$60,000 and \$70,000.

At a Glance:

Education
 Master's Degree: 78%
 Post-Masters Cert.: 7%

Educational Debt
 Carry debt: 51%
 Under age 40 w/ debt: 62%
 Median debt: \$60k-\$70k

Source: Va. Healthcare Workforce Data Center

Amount Carried	All NPs		NPs under 40	
	#	%	#	%
None	4,586	49%	1,317	38%
\$10,000 or less	342	4%	90	3%
\$10,000-\$19,999	355	4%	128	4%
\$20,000-\$29,999	390	4%	174	5%
\$30,000-\$39,999	409	4%	207	6%
\$40,000-\$49,999	337	4%	181	5%
\$50,000-\$59,999	288	3%	118	3%
\$60,000-\$69,999	357	4%	190	5%
\$70,000-\$79,999	352	4%	203	6%
\$80,000-\$89,999	291	3%	115	3%
\$90,000-\$99,999	252	3%	128	4%
\$100,000-\$109,999	305	3%	109	3%
\$110,000-\$119,999	178	2%	77	2%
\$120,000 or more	1,000	11%	461	13%
Total	9,442	100%	3,498	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Primary Specialty

Family Health:	29%
RN Anesthetist:	15%
Acute Care/ER:	8%

Credentials

AANPCP – Family NP:	23%
ANCC – Family NP:	20%
ANCC – Adult-Gerontology Acute Care NP:	4%

Source: Va. Healthcare Workforce Data Center

Specialty	Primary	
	#	%
Family Health	2,988	29%
Certified Registered Nurse Anesthetist	1,608	15%
Acute Care/Emergency Room	884	8%
Pediatrics	744	7%
Adult Health	703	7%
Psychiatric/Mental Health	626	6%
OB/GYN - Women's Health	355	3%
Geriatrics/Gerontology	320	3%
Surgical	287	3%
Certified Nurse Midwife	198	2%
Neonatal Care	164	2%
Gastroenterology	106	1%
Occupational/Employee/Industrial Health	76	1%
Pain Management	56	1%
Other	1,306	13%
Total	10,423	100%

Source: Va. Healthcare Workforce Data Center

Credentials

Credential	#	%
AANPCP: Family NP	2,793	23%
ANCC: Family NP	2,355	20%
ANCC: Adult-Gerontology Acute Care NP	437	4%
ANCC: Adult NP	327	3%
ANCC: Acute Care NP	323	3%
ANCC: Family Psychiatric- Mental Health NP	317	3%
NCC: Women's Health Care NP	304	3%
ANCC: Adult Psychiatric-Mental Health NP	230	2%
AANPCP: Adult-Gerontology Primary Care NP (A-GNP-C)	205	2%
ANCC: Adult-Gerontology Primary Care NP	196	2%
ANCC: Pediatric NP	181	1%
NCC: Neonatal NP	148	1%
AANPCP: Adult NP	98	1%
All Other Credentials	101	1%
At Least One Credential	7,607	63%

Source: Va. Healthcare Workforce Data Center

Over a quarter of all NPs had a primary specialty in family health, while another 15% had a primary specialty as a Certified RN Anesthetist. 63% of all NPs also held at least one credential. AANPCP: Family NP was the most reported credential held by Virginia's NP workforce.

At a Glance:

Employment

Employed in Profession: 95%
Involuntarily Unemployed: 1%

Positions Held

1 Full-time: 65%
2 or More Positions: 17%

Weekly Hours:

40 to 49: 48%
60 or more: 6%
Less than 30: 11%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	5	0%
Employed in a nursing- related capacity	10,015	95%
Employed, NOT in a nursing-related capacity	62	1%
Not working, reason unknown	0	0%
Involuntarily unemployed	58	1%
Voluntarily unemployed	269	3%
Retired	127	1%
Total	10,534	100%

Source: Va. Healthcare Workforce Data Center

95% of NPs are currently employed in their profession. 65% of NPs hold one full-time job, while 17% currently have multiple jobs. Nearly half of all NPs work between 40 and 49 hours per week, while 6% work at least 60 hours per week.

Current Weekly Hours		
Hours	#	%
0 hours	327	3%
1 to 9 hours	165	2%
10 to 19 hours	249	2%
20 to 29 hours	750	7%
30 to 39 hours	2,090	20%
40 to 49 hours	4,865	48%
50 to 59 hours	1,139	11%
60 to 69 hours	379	4%
70 to 79 hours	92	1%
80 or more hours	143	1%
Total	10,199	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	327	3%
One Part-Time Position	1,500	15%
Two Part-Time Positions	338	3%
One Full-Time Position	6,634	65%
One Full-Time Position & One Part-Time Position	1,204	12%
Two Full-Time Positions	46	0%
More than Two Positions	192	2%
Total	10,241	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	70	1%
Less than \$40,000	361	4%
\$40,000-\$49,999	149	2%
\$50,000-\$59,999	198	2%
\$60,000-\$69,999	303	4%
\$70,000-\$79,999	465	6%
\$80,000-\$89,999	619	7%
\$90,000-\$99,999	888	11%
\$100,000-\$109,999	1370	16%
\$110,000-\$119,999	958	12%
\$120,000 or more	2,930	35%
Total	8,311	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$100k-\$110k

Benefits
Retirement: 73%
Health Insurance: 63%

Satisfaction
Satisfied: 94%
Very Satisfied: 62%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	6,313	62%
Somewhat Satisfied	3,282	32%
Somewhat Dissatisfied	489	5%
Very Dissatisfied	164	2%
Total	10,248	100%

Source: Va. Healthcare Workforce Data Center

The typical NP had an annual income of between \$100,000 and \$110,000. Among NPs who received either a wage or salary as compensation at the primary work location, 73% also had access to a retirement plan and 63% received health insurance.

Employer-Sponsored Benefits*			
Benefit	#	%	% of Wage/Salary Employees
Paid Leave	6,806	86%	73%
Retirement	6,773	86%	73%
Health Insurance	5,931	75%	63%
Dental Insurance	5,752	73%	62%
Group Life Insurance	4,728	60%	51%
Signing/Retention Bonus	1,447	18%	15%
Receive at least one benefit	7,905	79%	84%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	504	4%
Experience Voluntary Unemployment?	639	5%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	430	4%
Work two or more positions at the same time?	2,090	17%
Switch employers or practices?	974	8%
Experienced at least 1	3,605	30%

Source: Va. Healthcare Workforce Data Center

Only 4% of Virginia’s NPs experienced involuntary unemployment at some point in the prior year. By comparison, Virginia’s average monthly unemployment rate was 4.7% during the same period.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	245	2%	138	6%
Less than 6 Months	799	8%	341	14%
6 Months to 1 Year	1,014	10%	319	13%
1 to 2 Years	2,296	23%	547	23%
3 to 5 Years	2,464	25%	576	24%
6 to 10 Years	1,487	15%	284	12%
More than 10 Years	1,691	17%	200	8%
Subtotal	9,997	100%	2,406	100%
Did not have location	300		9,613	
Item Missing	1,774		51	
Total	12,070		12,070	

Source: Va. Healthcare Workforce Data Center

66% of NPs receive a salary at their primary work location, while 28% receive an hourly wage.

At a Glance:

Unemployment Experience
 Involuntarily Unemployed: 4%
 Underemployed: 4%

Turnover & Tenure
 Switched Jobs: 8%
 New Location: 25%
 Over 2 years: 56%
 Over 2 yrs, 2nd location: 44%

Employment Type
 Salary: 70%
 Hourly Wage: 26%

Source: Va. Healthcare Workforce Data Center

56% of NPs have worked at their primary location for more than 2 years—the job tenure normally required to get a conventional mortgage loan.

Employment Type		
Primary Work Site	#	%
Salary/ Commission	5,120	66%
Hourly Wage	2,164	28%
By Contract	461	6%
Business/ Practice Income	0	0%
Unpaid	46	1%
Subtotal	7,791	
Missing location	300	
Item missing	3,725	

Source: Va. Healthcare Workforce Data Center

¹ As reported by the U.S. Bureau of Labor Statistics. Over the past year, the non-seasonally adjusted monthly unemployment rate has fluctuated between a low of 3.2% and a high of 5.7%. At the time of publication, the unemployment rate for September 2021 was still preliminary.

At a Glance:

Concentration

Top Region:	27%
Top 3 Regions:	71%
Lowest Region:	2%

Locations

2 or more (Past Year):	24%
2 or more (Now*):	22%

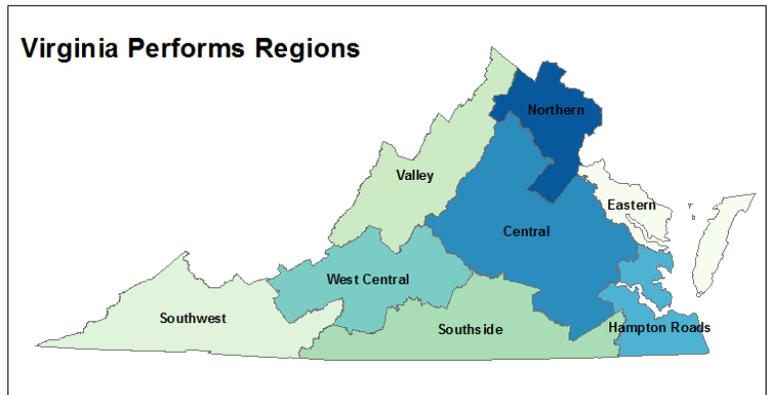
Source: Va. Healthcare Workforce Data Center

Northern Virginia has the highest number of NPs in the state, while Eastern Virginia has the fewest number of NPs in Virginia.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	2,501	25%	478	20%
Eastern	143	1%	28	1%
Hampton Roads	1,926	19%	479	20%
Northern	2,693	27%	599	25%
Southside	388	4%	62	3%
Southwest	621	6%	172	7%
Valley	552	6%	80	3%
West Central	951	10%	205	8%
Virginia Border State/DC	77	1%	73	3%
Other US State	134	1%	252	10%
Outside of the US	5	0%	2	0%
Total	9,991	100%	2,430	100%
Item Missing	1,778		30	

Source: Va. Healthcare Workforce Data Center



22% of all NPs had just one work location during the past year, while 24% of NPs had multiple work locations.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	287	3%	438	4%
1	7,496	73%	7,531	74%
2	1,255	12%	1,231	12%
3	893	9%	832	8%
4	141	1%	118	1%
5	61	1%	18	0%
6 or More	101	1%	67	1%
Total	10,235	100%	10,235	100%

*At the time of survey completion (Oct. 2020 - Sept. 2021, birth month of respondent).

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	4,990	52%	1,455	63%
Non-Profit	3,197	34%	601	26%
State/Local Government	744	8%	170	7%
Veterans Administration	280	3%	5	0%
U.S. Military	197	2%	69	3%
Other Federal Government	134	1%	21	1%
Total	9,542	100%	2,321	100%
Did not have location	300		9,613	
Item Missing	2,229		137	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

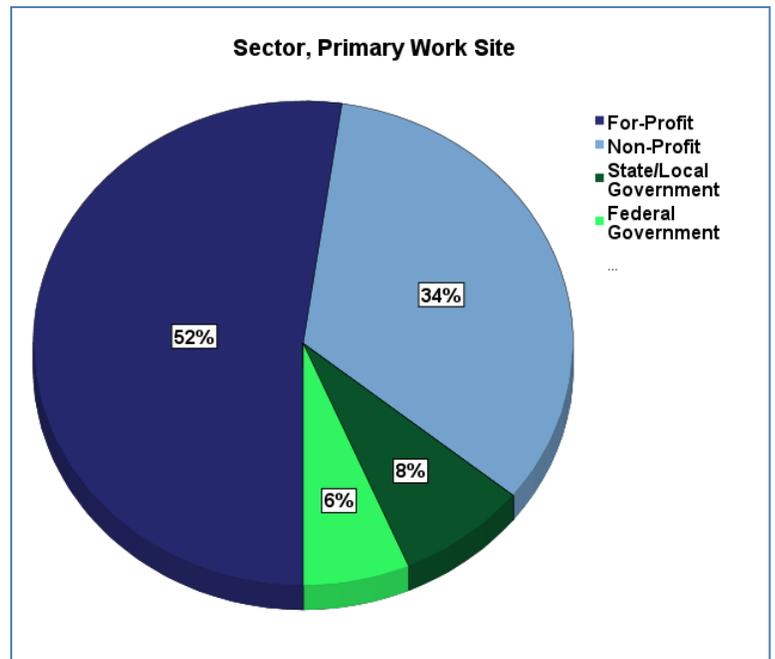
For Profit:	52%
Federal:	6%

Top Establishments

Clinic, Primary Care:	19%
Hospital, Inpatient:	18%
Physician Office:	8%

Source: Va. Healthcare Workforce Data Center

More than 80% of all NPs work in the private sector, including 52% in for-profit establishments. Meanwhile, 8% of NPs work for state or local governments, and 6% work for the federal government.



Source: Va. Healthcare Workforce Data Center

Nearly a quarter of the state's NP workforce use EHRs. 6% also provide remote health care for Virginia patients.

Electronic Health Records (EHRs) and Telehealth		
	#	%
Meaningful use of EHRs	2,947	24%
Remote Health, Caring for Patients in Virginia	766	6%
Remote Health, Caring for Patients Outside of Virginia	237	2%
Use at least one	3,332	28%

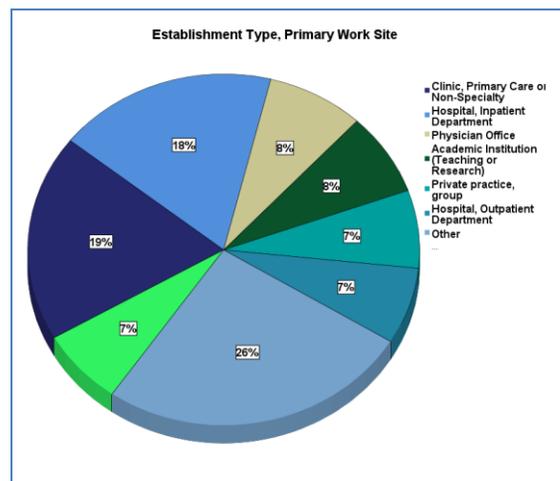
Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Clinic, Primary Care or Non-Specialty	1732	19%	269	12%
Hospital, Inpatient Department	1658	18%	399	18%
Physician Office	733	8%	121	5%
Academic Institution (Teaching or Research)	692	8%	197	9%
Private practice, group	653	7%	86	4%
Hospital, Outpatient Department	643	7%	103	5%
Clinic, Non-Surgical Specialty	363	4%	78	3%
Ambulatory/Outpatient Surgical Unit	345	4%	140	6%
Long Term Care Facility, Nursing Home	313	3%	129	6%
Hospital, Emergency Department	235	3%	109	5%
Mental Health, or Substance Abuse, Outpatient Center	222	2%	53	2%
Private practice, solo	191	2%	29	1%
Hospice	98	1%	59	3%
Other Practice Setting	1,236	14%	469	21%
Total	9,114	100%	2,241	100%
Did Not Have a Location	300		9,613	

The single largest employer of Virginia's NPs is primary care/non-specialty clinics, where 19% of all NPs have their primary work location. Inpatient department of hospitals, physicians' offices, academic institutions, and group private practices were also common primary establishment types for Virginia's NP workforce.

Source: Va. Healthcare Workforce Data Center

Among those NPs who also have a secondary work location, 18% work at the inpatient department of a hospital and 12% work in a primary care/non-specialty clinic.



Source: Va. Healthcare Workforce Data Center

94% of NPs who responded to the question about forms of payment reported accepting private insurance as a form of payment for services rendered.

Accepted Forms of Payment		
Payment	#	% of Workforce
Private Insurance	7,431	94%
Medicaid	6,867	87%
Medicare	6,821	86%
Cash/Self-Pay	6,494	82%

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Patient Care: 90%-99%
Administration: 1%-9%
Education: 1%-9%

Roles

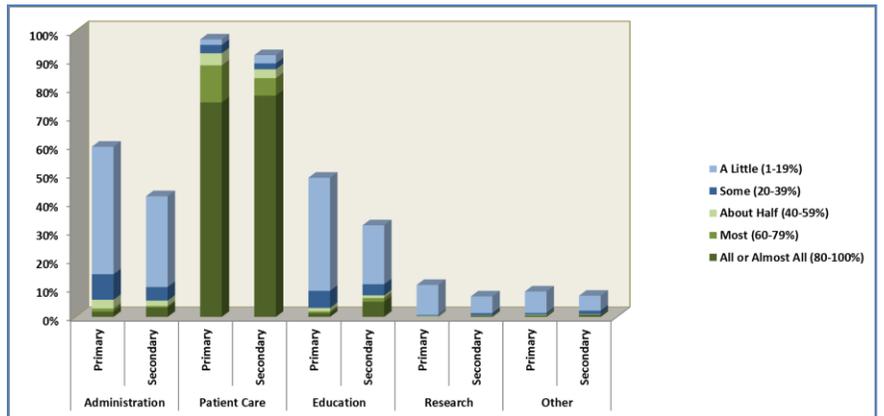
Patient Care: 88%
Administration: 3%
Education: 2%

Patient Care NPs

Median Admin Time: 1%-9%
Ave. Admin Time: 1%-9%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

A typical NP spends most of her time on patient care activities, with most of the remaining time split between administrative and educational tasks. 88% of all NPs fill a patient care role, defined as spending 60% or more of their time on patient care activities.

Time Allocation										
Time Spent	Admin.		Patient Care		Education		Research		Other	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
All or Almost All (80-100%)	2%	3%	75%	77%	1%	5%	0%	0%	0%	1%
Most (60-79%)	1%	1%	13%	6%	1%	1%	0%	0%	0%	0%
About Half (40-59%)	3%	2%	4%	3%	1%	1%	0%	0%	0%	0%
Some (20-39%)	9%	5%	3%	2%	6%	4%	0%	1%	1%	1%
A Little (1-20%)	45%	32%	2%	3%	40%	21%	10%	6%	8%	5%
None (0%)	41%	58%	3%	8%	51%	68%	89%	93%	91%	93%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All NPs		NPs over 50	
	#	%	#	%
Under age 50	166	2%	-	-
50 to 54	276	3%	14	0%
55 to 59	753	9%	125	4%
60 to 64	2,304	26%	677	22%
65 to 69	3,339	38%	1,271	41%
70 to 74	1,213	14%	627	20%
75 to 79	234	3%	139	4%
80 or over	85	1%	40	1%
I do not intend to retire	428	5%	205	7%
Total	8,798	100%	3,098	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All NPs

Under 65: 40%
Under 60: 14%

NPs 50 and over

Under 65: 26%
Under 60: 4%

Time until Retirement

Within 2 years: 5%
Within 10 years: 19%
Half the workforce: By 2046

Source: Va. Healthcare Workforce Data Center

40% of NPs expect to retire by the age of 65, while 26% of NPs who are age 50 or over expect to retire by the same age. Meanwhile, 38% of all NPs expect to retire in their late 60s, and 23% of all NPs expect to work until at least age 70, including 5% who do not expect to retire at all.

Within the next two years, only 4% of Virginia's NPs plan on leaving either the profession or the state. Meanwhile, 10% of NPs plan on increasing patient care hours, and 13% plan on pursuing additional educational opportunities.

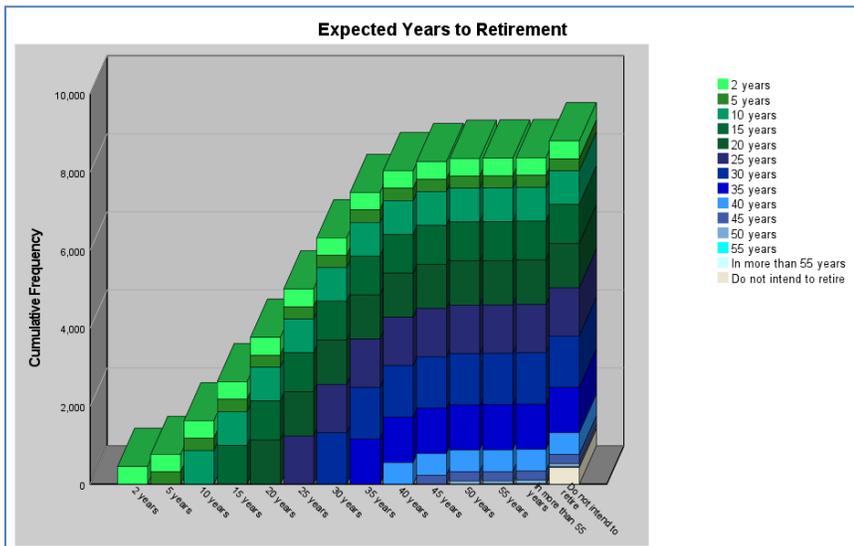
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	116	1%
Leave Virginia	350	3%
Decrease Patient Care Hours	1,240	10%
Decrease Teaching Hours	108	1%
Increase Participation		
Increase Patient Care Hours	1,175	10%
Increase Teaching Hours	1,300	11%
Pursue Additional Education	1,572	13%
Return to Virginia's Workforce	84	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for NPs. 5% of NPs expect to retire in the next two years, while 19% expect to retire in the next 10 years. More than half of the current NP workforce expect to retire by 2046.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	451	5%	5%
5 years	314	4%	9%
10 years	863	10%	19%
15 years	998	11%	30%
20 years	1,135	13%	43%
25 years	1,238	14%	57%
30 years	1,318	15%	72%
35 years	1,160	13%	85%
40 years	559	6%	91%
45 years	229	3%	94%
50 years	84	1%	95%
55 years	8	0%	95%
In more than 55 years	13	0%	95%
Do not intend to retire	428	5%	100%
Total	8,797	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach over 10% of the current workforce every 5 years by 2036. Retirement will peak at 15% of the current workforce around 2051 before declining to under 10% of the current workforce again around 2061.

At a Glance:

FTEs

Total: 10,712
 FTEs/1,000 Residents: 1.25
 Average: 0.91

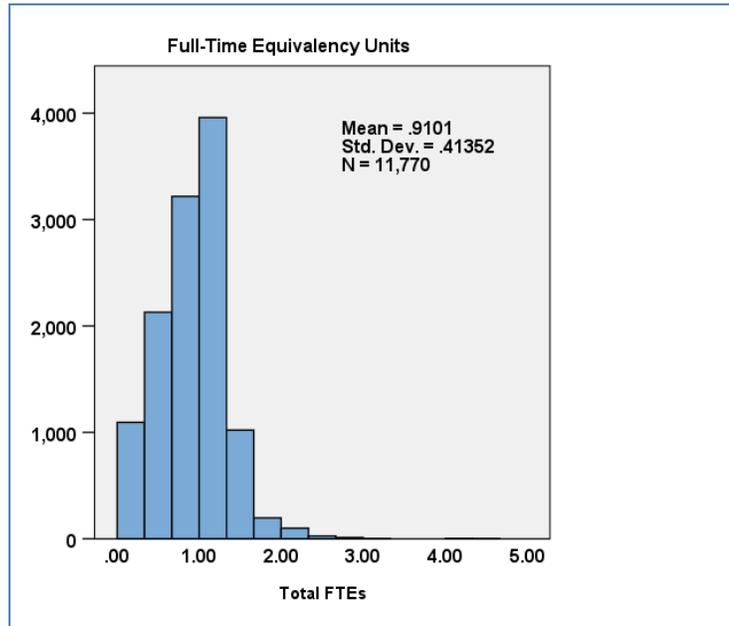
Age & Gender Effect

Age, Partial Eta²: Negligible
 Gender, Partial Eta²: Negligible

Partial Eta² Explained:
 Partial Eta² is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

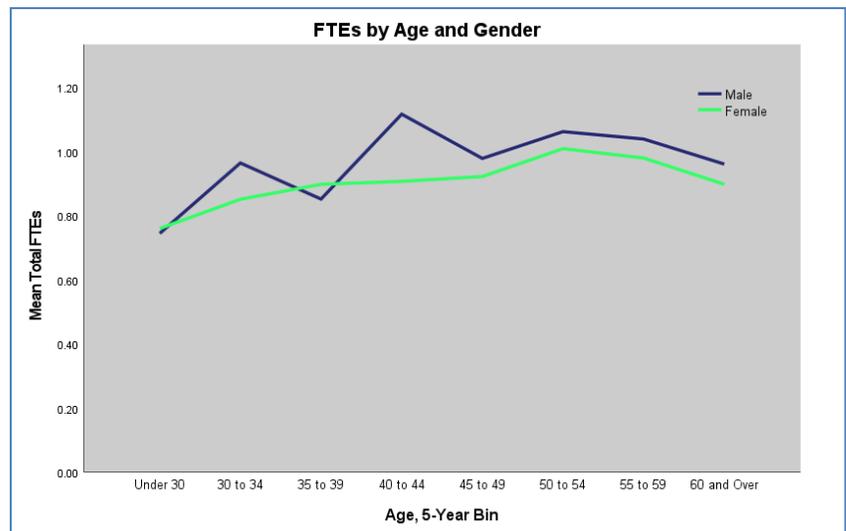


Source: Va. Healthcare Workforce Data Center

The typical (median) NP provided 0.91 FTEs, or approximately 36 hours per week for 52 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify a difference exists².

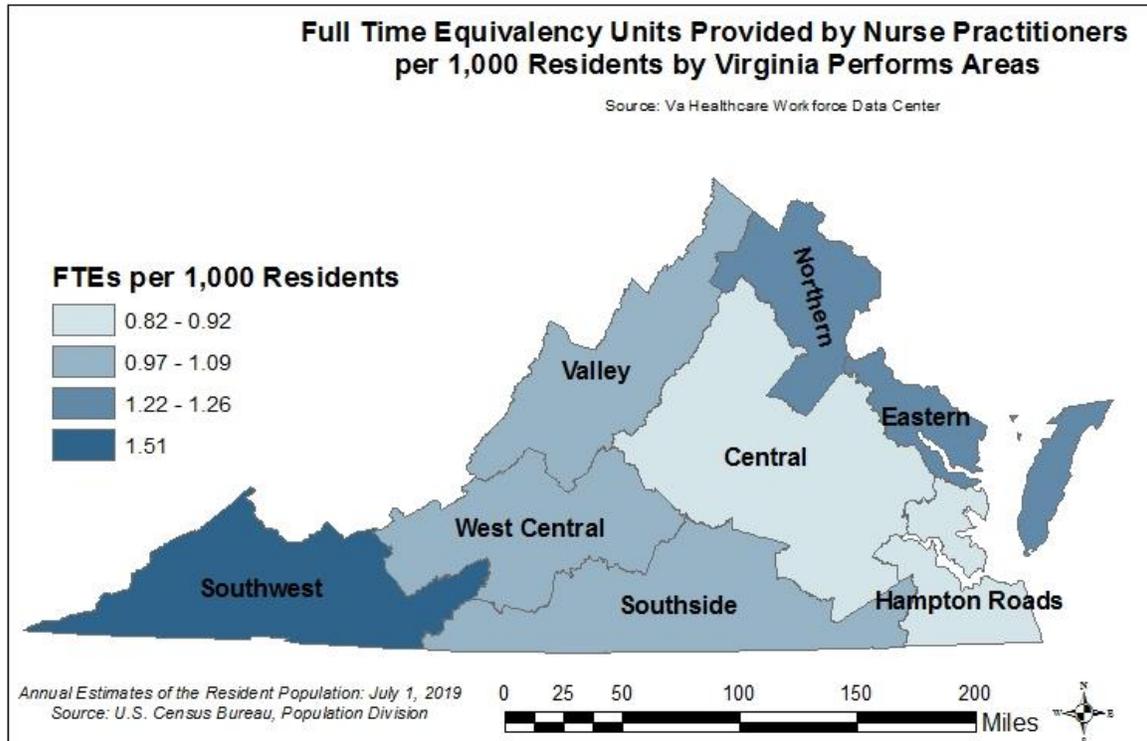
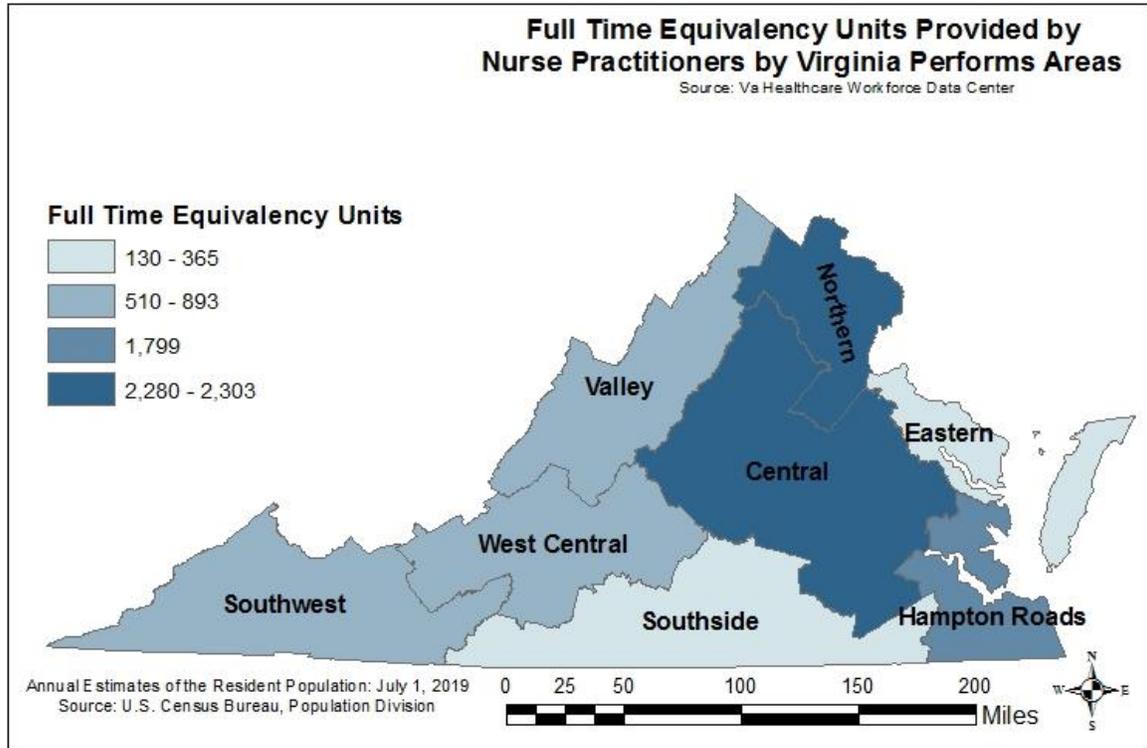
Full-Time Equivalency Units		
Age	Average Age	Median
Under 30	0.77	0.77
30 to 34	0.85	0.88
35 to 39	0.95	1.01
40 to 44	0.92	0.88
45 to 49	0.88	0.89
50 to 54	1.03	1.10
55 to 59	0.94	1.01
60 and Over	0.86	0.86
Gender		
Male	0.98	1.06
Female	0.91	0.91

Source: Va. Healthcare Workforce Data Center

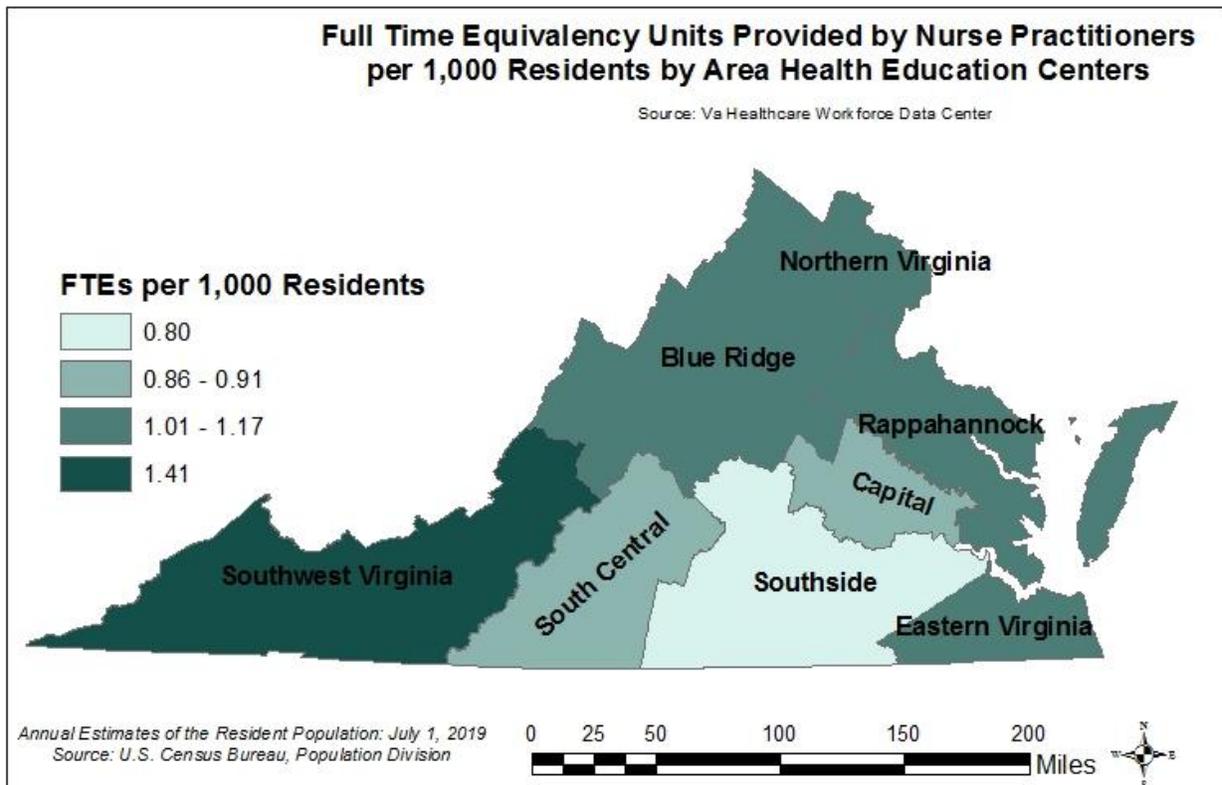
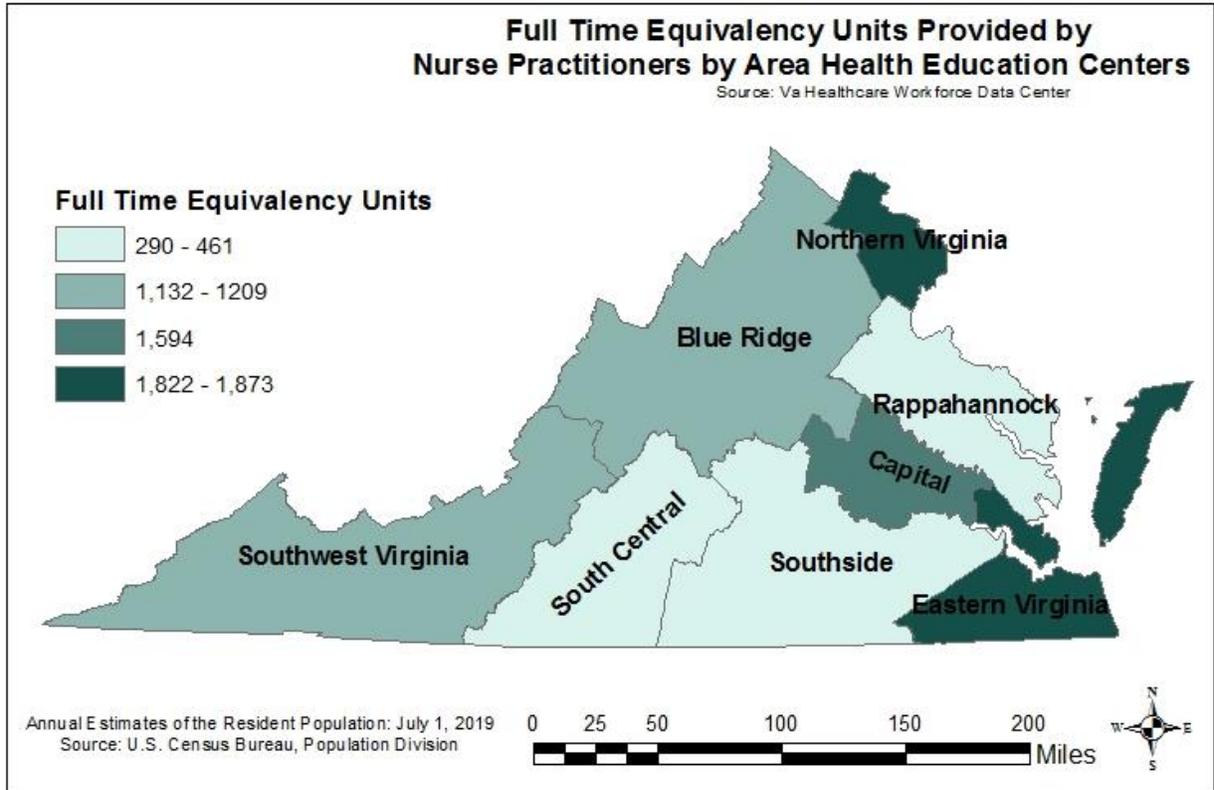


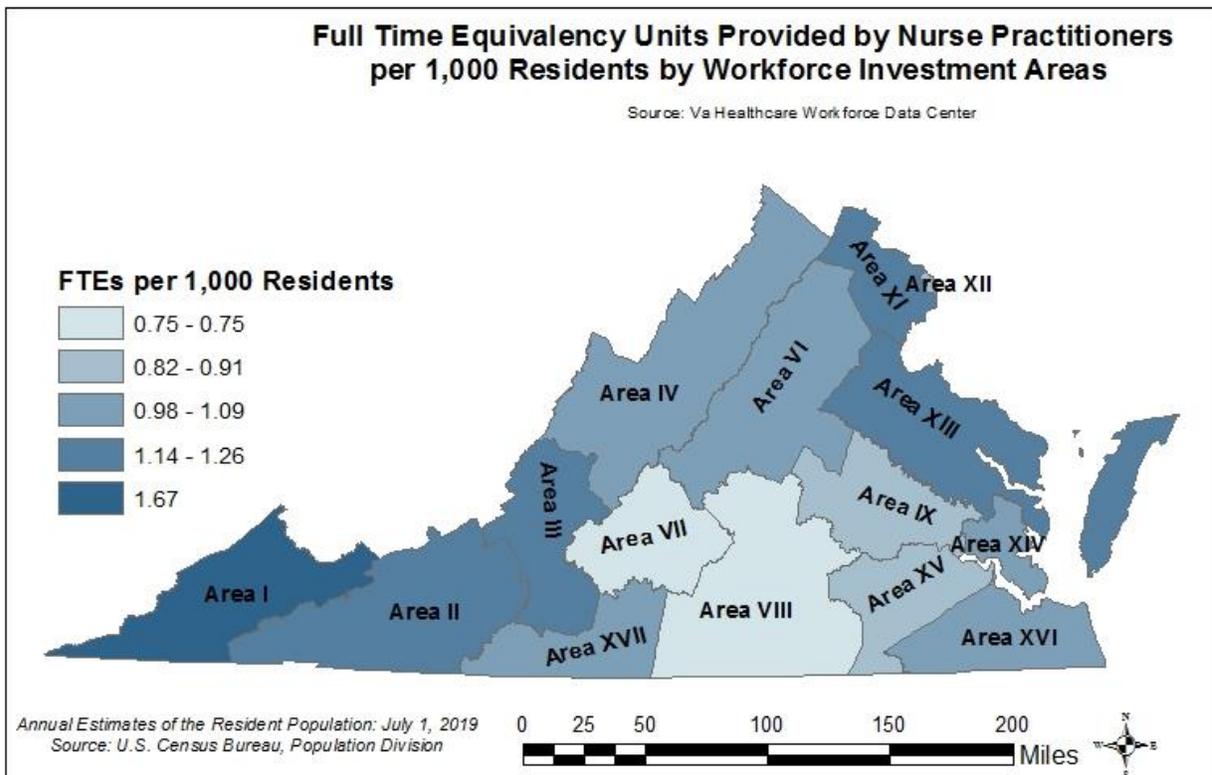
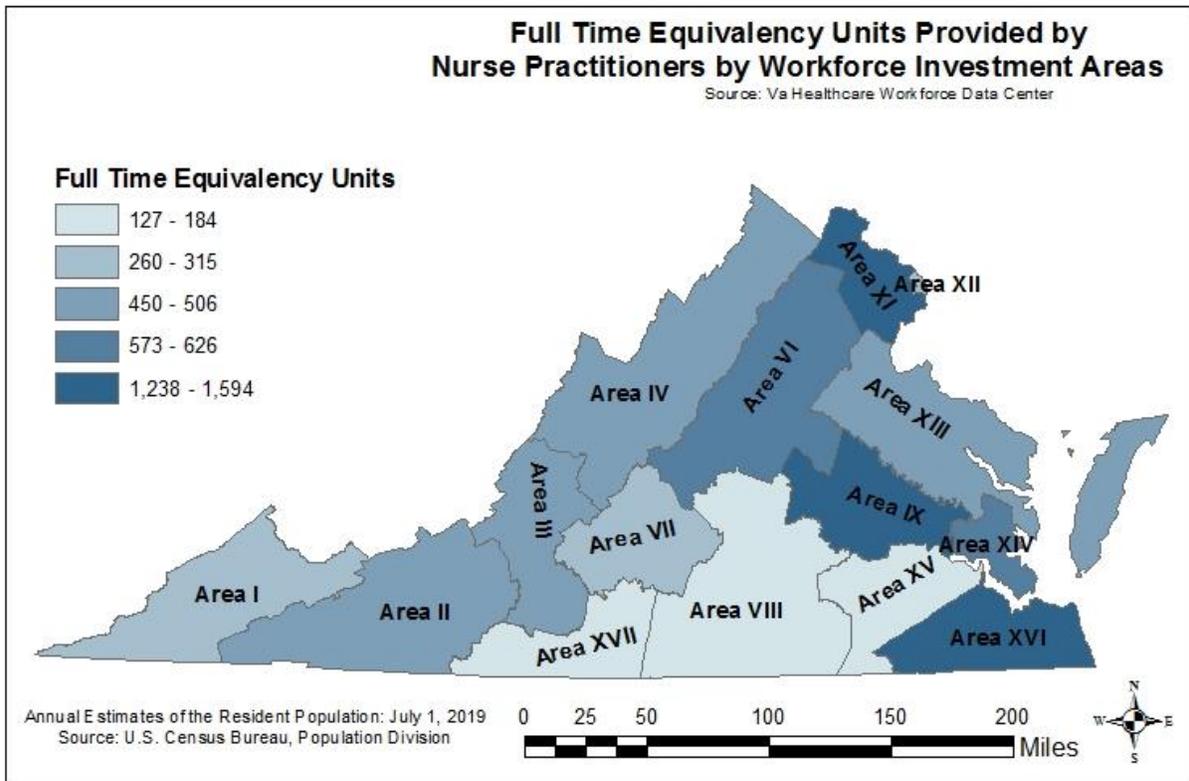
Source: Va. Healthcare Workforce Data Center

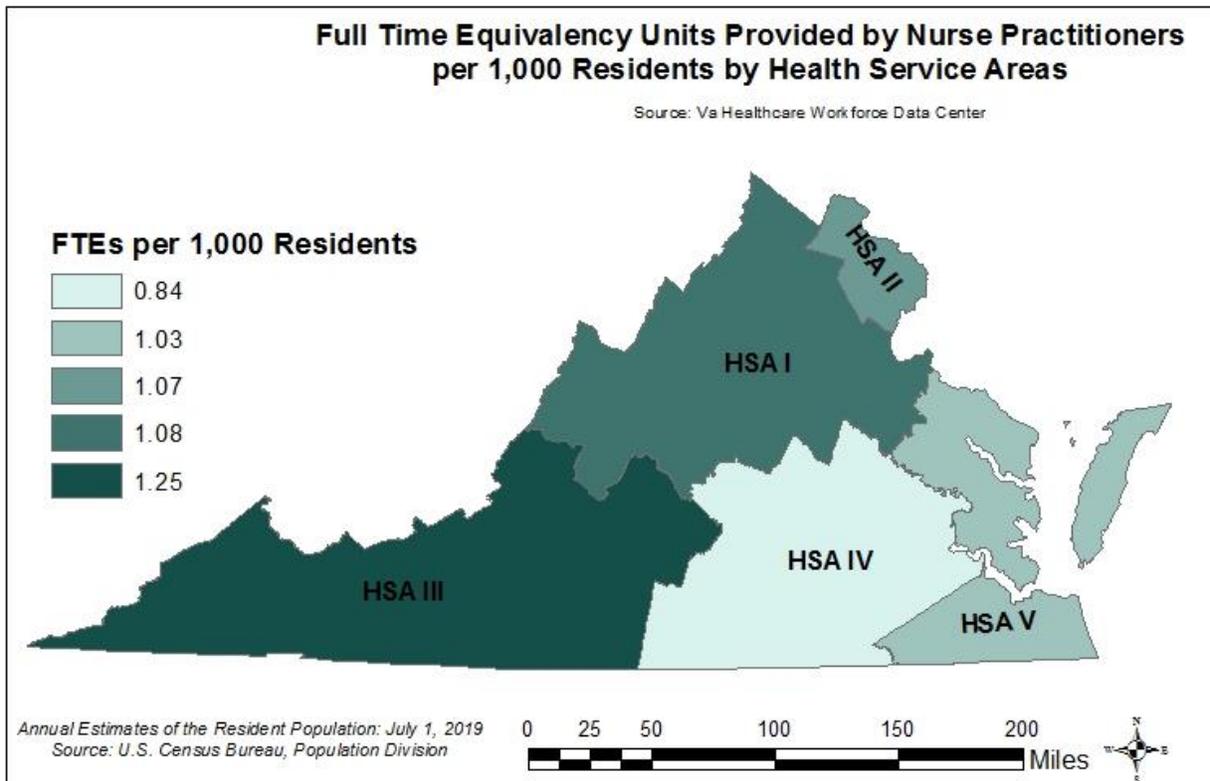
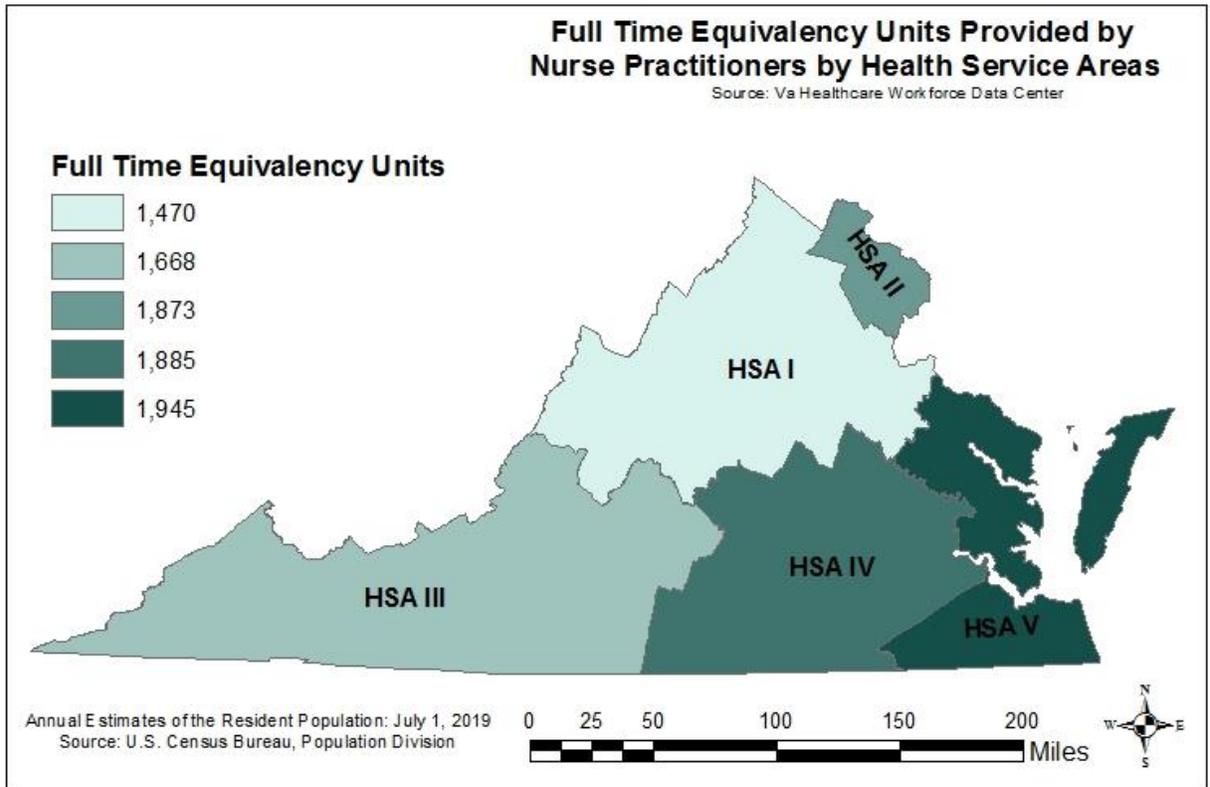
² Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect are significant)

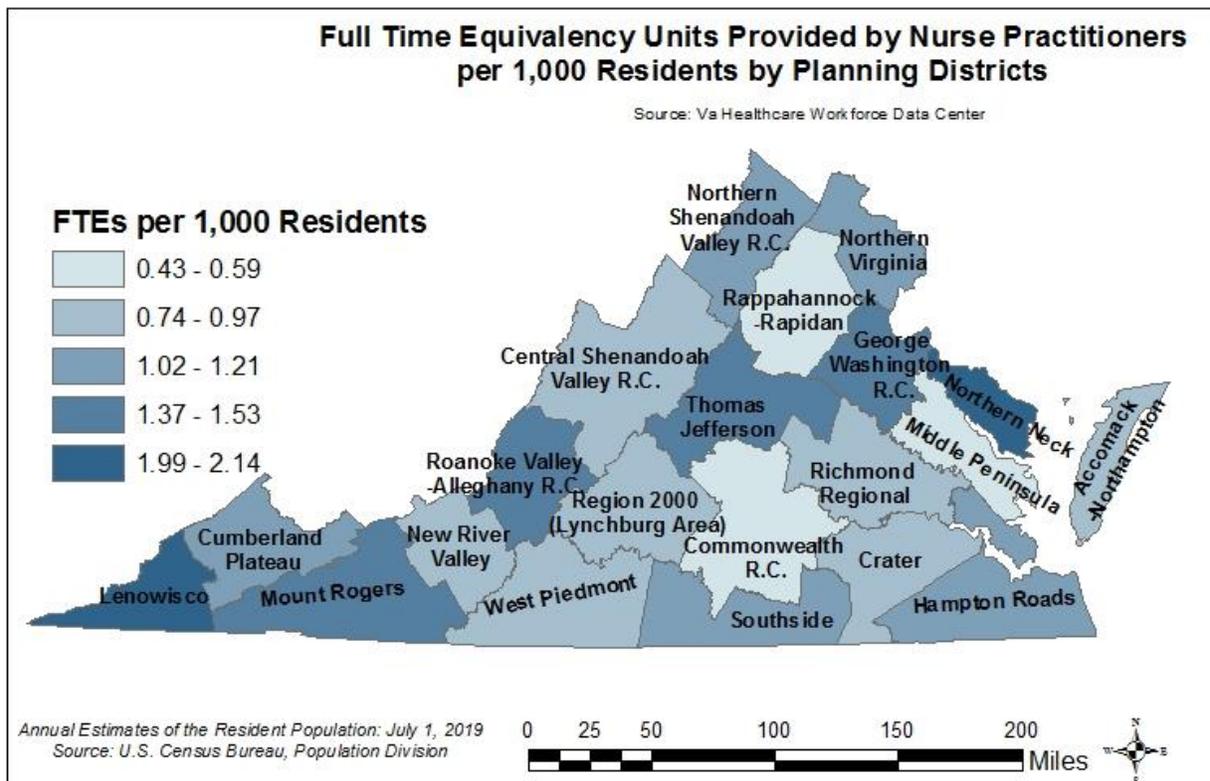
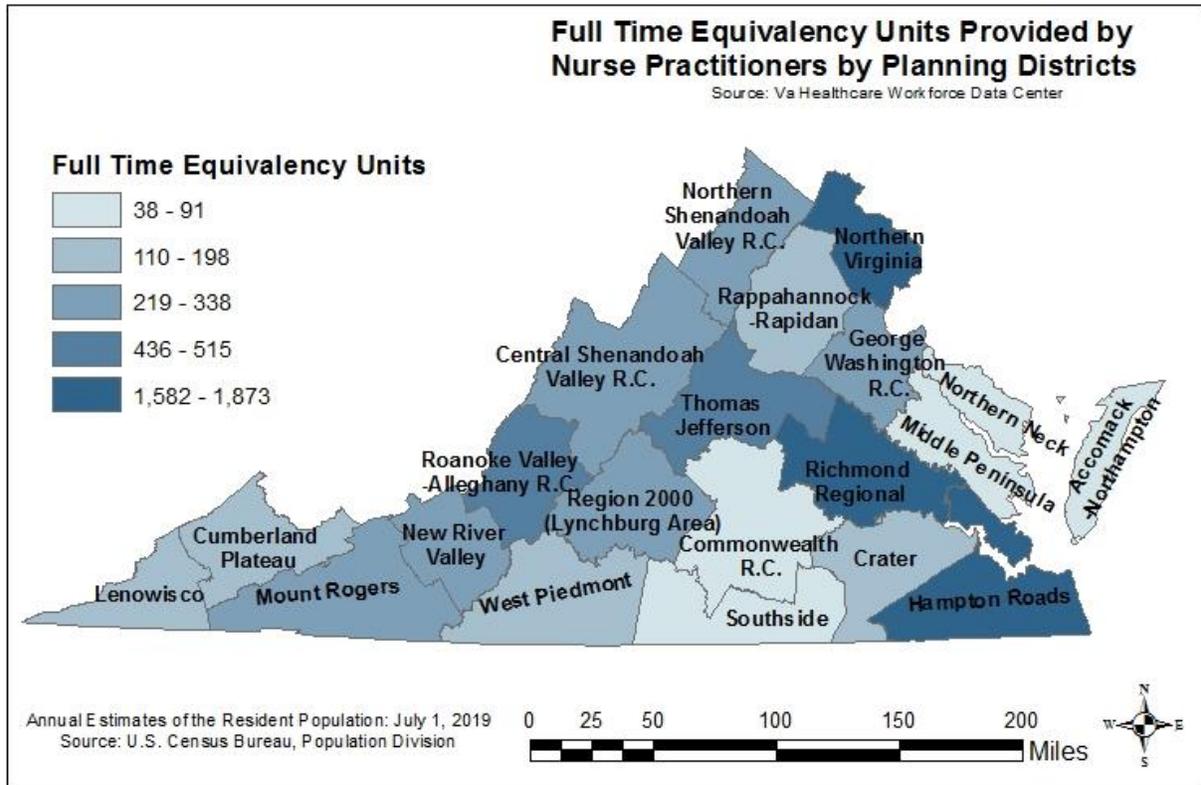


Area Health Education Center Regions









Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	7,368	35.26%	2.8360	2.2484	4.9872
Metro, 250,000 to 1 million	930	36.13%	2.7679	2.1943	4.8673
Metro, 250,000 or less	1,199	34.78%	2.8753	2.2795	5.0563
Urban pop 20,000+, Metro adj	183	32.79%	3.0500	2.4180	3.8692
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	361	35.73%	2.7985	2.2186	4.9211
Urban pop, 2,500-19,999, nonadj	317	37.85%	2.6417	2.0943	4.6454
Rural, Metro adj	276	29.71%	3.3659	2.6684	5.9189
Rural, nonadj	112	26.79%	3.7333	2.9597	4.7361
Virginia border state/DC	2,038	15.60%	6.4088	5.0808	11.2700
Other US State	2,278	20.90%	4.7857	3.7940	8.4158

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	493	17.24%	5.8000	4.6454	11.2700
30 to 34	2,086	30.73%	3.2543	2.6065	6.3234
35 to 39	2,682	23.90%	4.1841	3.3512	8.1301
40 to 44	2,182	37.08%	2.6972	2.1602	5.2409
45 to 49	1,955	26.50%	3.7741	3.0228	7.3335
50 to 54	1,663	38.24%	2.6148	2.0943	5.0808
55 to 59	1,386	27.71%	3.6094	2.8909	7.0134
60 and Over	2,616	32.61%	3.0668	2.4563	5.9592

Source: Va. Healthcare Workforce Data Center

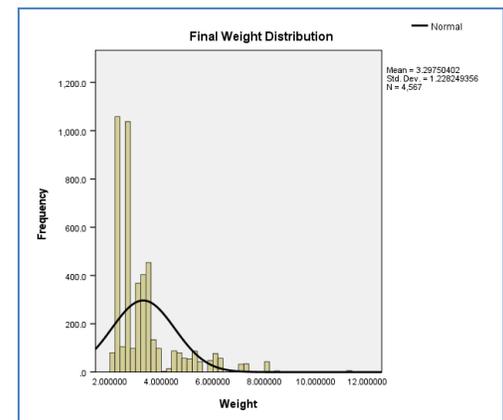
See the Methods section on the HWDC website for details on HWDC Methods:

<https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/>

Final weights are calculated by multiplying the two weights and the overall response rate:

$$\text{Age Weight} \times \text{Rural Weight} \times \text{Response Rate} = \text{Final Weight.}$$

Overall Response Rate: 0.30319



Source: Va. Healthcare Workforce Data Center